

Dear State Board of Education,

Thank-you for taking the time to hear from the Public today. While the Advisory Committee to Reorganize the Clark County School District did make some changes, which I am grateful for, there are still some concerns I would like to see addressed by this Board.

These are some changes and suggestions that have evolved from conversations with my co-workers, my 18 years working at CCSD, and my beliefs in Employee Rights.

First, since there are over 5000 Education Sport Professionals working through CCSD Central Services, and this Plan cuts the Central Service Budget by 50%, it seems to me that jobs will have to be CUT to meet this Regulation. There are no details nor has it been explained how this budget will be reduced, what criteria for cuts will be in place, and how these cuts will be made. The impact this will have on our community concerns me greatly.

I would also like to see the same respect and value showed towards these Central Service Employees as the School Staff by creating Organizational Teams in Central Service Departments. There are Organizational Teams in the schools but not in Central Services Departments. I Believe it would foster greater support and buy-in into this Plan if all employees were treated equitably, and not alienated or marginalized.

Next, the cost to transition this change has been estimated at \$76 million dollars!! All at once!! CCSD has a very limited budget as it is. This is moving too fast!! A transition of this magnitude without all the pieces and details in place could be chaotic and cause collateral damage to our children's education!! Perhaps a transition in increments; maybe 25 % the 1st year, and another 25% the 2nd year, and then the rest the 3rd year. That way the funding set for 2022 by the legislature for the Weighted formulas would be in place, and any unforeseen developments and issues or concerns could more easily be addressed.

Looking in Section 14: 2, "(a) Selecting the staff for the local school precinct, including, without limitation, the selection of: (1) Teachers; (2) Administrators other than the Principal; and (3) Other staff" or Section 23; 2: has been explained as happening through attrition, and not all at once. People are asking, "Will Principals interview possible candidates for all positions at the school preceding the implementation of this Plan and select who they want to begin this Plan?? Will everyone be surplus??" **Perhaps it should be added to the Regulation, "staff will remain at the schools when this Plan begins, and adjustments will be made as need occurs, according to the Collectively Bargained Agreements".**

Next, I would like to see added into Section 14;3, (a) **at the end, language that specifically states "that all existing Collectively Bargained Agreements procedures and processes will be followed with regards to all employees for any surplus, transfer, or discipline". Or add into Sections 14; 2, (a) and (b) "according to the Collectively Bargained Agreements."**

On Sections 14; 2, (c) and 3. Add, “Using CCSD Central Services for all services that they are able to provide”.

Section 25; 1, (e), having half the Organizational Team be parents or legal guardians seems problematic. It concerns me because most parents have not been and are not professionals in education. While they should have say so over the education of their own children, I believe that it is not beneficial to the education of CCSD students for parents to rule the entire team. They could over-ride any decision based on professional knowledge or experience, professional education, or professional training of others on the team.

Please remove Section 14; 7, which seems to null and void Section 14; 3, and allows for ANY elimination of employees given protections in Section 14; 3. It would allow for the laying off of possibly 1000s of employees and opens the door to privatize any and all of these employees’ positions. This would severely disrupt the operation of the schools and put the student’s well-being at risk. It would allow for unsafe and poor quality services to disrupt the learning environment of the children.

Section 27; 2, Change “may” to “shall”.

Section 31; 1, (a) **Delete “by classification of employee.”** This is discriminatory and would allow for possible retaliation towards an employee for comments that might not be wanted. It also suggests that one type of employee's opinions is more valuable than another's. **Please add, “That no employee shall be retaliated against for any negative or unwanted comments or responses.”**

Section 34; 4, is NOT acceptable. CCSD should NOT reimburse the Advisory Committee for any consultant that the Advisory Committee employs. The Committee should take full responsibility for its own Law, Plan, and any actions; including but not limited to financial costs incurred from their Plan!!

Please realize that there are others who feel the same way as me. Please listen to what your constituents say and honor our opinions by changing these Regulations accordingly.

Respectfully,

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